

## **Letter of Understanding**

By and Between

**THE COORDINATING COMMITTEE OF REGISTERED EMPLOYER'S ASSOCIATIONS**

(hereinafter referred to as "the Coordinating Committee")

- and -

**THE BUILDING TRADES OF ALBERTA**

(hereinafter referred to as "the Council")

(Collectively, the "Parties")

**Whereas** the Parties have entered into a Special Project Needs Agreement (SPNA) for the Kearl Oilsands Project and,

**Whereas** the SPNA includes in Article 10 provisions for "Hours of Work and Schedules" and,

**Whereas** the SPNA includes Schedules 1 – 5, which include ten hour shifts being worked and,

**Whereas** the Parties are desirous of establishing hours of work that are beneficial to the worker, the contractor, and the project and,

**Now Therefore** it is Agreed between the Parties that the employer will have the option of implementing the following when ten hour shifts are worked:

1. In lieu of the two rest breaks and the lunch period specified in the respective referenced Provincial Construction Collective Agreements and the Kearl Oilsands Project SPNA there shall be two paid breaks of one half hour each, approximately equally spaced in the ten hour shift.
2. In the event an employee is not able to take a break, the employee shall be paid at the applicable overtime rates for the missed break.
  - a. When the hour before and the hour following the missed break are at straight time, time and one-half shall be paid for the missed break.
  - b. When the hour before and the hour following the missed break are at time and one-half or double time, double time shall be paid for the missed break.

- c. In addition to the terms outlined in a) and b) above, employees unable to take their break will have the missed break rescheduled as soon as practical. This break will be paid at straight time rates, if all hours in the day are being paid at premium time, premium time will be paid for this break.

This Letter of Understanding shall be appended to and become part of the aforesaid SPNA.

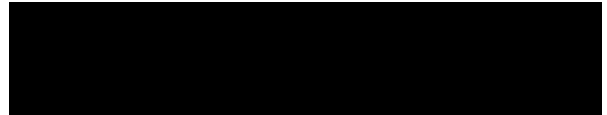
All of which is agreed this 24<sup>th</sup> day of September, 2013

For the Coordinating Committee

For the Council



Neil Tidsbury  
Secretary to the Coordinating Committee



John Tackaberry  
Chairman